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ABSTRACT

The directory presents data obtained from a 1989 survey resulting in responses from 2190 college campuses concerning unionization among their approximately 250,000 non-faculty personnel. An introductory essay describes the background of the study and notes such findings as the existence of non-faculty bargaining agreements at 775 campuses, with unionization occurring at more public than private and more two-year than four-year colleges. Eighty-nine percent of campuses reporting non-faculty collective bargaining agreements were located in four regions: New England, Mideast, Great Lakes, and Far West. Only 4.4% of campuses in the southeast, south central, and southwest United States reported non-faculty unionization. Bargaining units were divided into six types: clerical, professional, technical, health care, blue collar, and police. Clerical workers were the most heavily unionized. Twenty-seven different national unions were represented. The data are presented by institution within each state and include types of workers unionized, their numbers, the union agent, and type of institution. Tables also provide information on geographic distribution of the institutions with bargaining agreements, a data summary by public and private institutions, and the status of public sector collective bargaining legislation. A listing of the bargaining agents cited is included. (DB)

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Volume 1, January 1991

Directory of Non-Faculty Bargaining Agents In Institutions of Higher Education

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Joel M. Douglas

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CITY UNIVERSITY OF NEW YORK

NATIONAL CENTER FOR THE STUDY OF COLLECTIVE BARGAINING IN HIGHER EDUCATION AND THE PROFESSIONS

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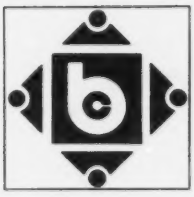

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INTRODUCTION

The development of the Non-Faculty Directory is a "spin off" of the Center's publication, the Directory of Faculty Contracts and Bargaining Agents in Institutions of Higher Education. For nearly 20 years, we have concentrated our research efforts in this area, published the faculty Directory and have watched it develop into one of the definitive sources of academic collective bargaining.

Changes have occurred in collective bargaining in higher education and while faculty bargaining continues to grow, the rate of growth has decreased. This curtailment of faculty organizing has generated interest by unions in representing non-faculty employees, as both a means of increasing membership and of strengthening faculty alliances and coalitions. Concomitant with this interest, the Center began to receive inquiries as to the extent of non-faculty bargaining. It appeared that with the exception of isolated case studies, there was a paucity of research in the field. After favorable input from our Faculty and National Advisory Committees, it was decided that such a project, the production of a non-faculty directory, would be undertaken.

A research format was designed to facilitate data collection. The lack of any centralized reporting service for non-faculty bargaining mandated that we rely on institutional questionnaires and participant interviews. This process, more fully explained in the following essay, yielded the majority of the facts contained herein. Unlike faculty collective bargaining where three national unions and several large independents represent the majority of the unionized professoriate, no such parallel exists for non-faculty. The data collection process was further complicated by suspicions raised by unions as to why we were interested in this information. Union membership data and organizational affiliations are not readily shared. We convinced all parties that our purpose in obtaining this information was to establish a national directory which would be of use to both labor and management. Upon learning of our intention, cooperation was more forthcoming.

While the directories parallel each other, certain differences should be noted. We did not include any information with respect to initial contracts or contract expiration data in the Non-Faculty Directory. The focus of the new directory is union representation and density. We plan to publish subsequent volumes of the Non-Faculty Directory and in later issues will consider contract inclusion statistics. No attempt was made to include Canadian institutions in this volume. This is not meant to disparage our friends to the North but is a reflection of our available resources at this time. Arriving at a data "cut-off" was another point was of concern. We are aware that there are institutions not included in the Directory that have unionized non-

faculty employees; however, their failure to respond to our repeated inquiries mandates that they be omitted from this issue. It is our intention to continuously update this project and as the data becomes more available, these institutions will be included in subsequent volumes.

Conceived by many, this project is the result of a small nucleus of facuty, staff and graduate students associated with the National Center. The original institutional questionnaire was processed by Beth Genya Or, the second and third drafts by Lynn Havey. Lynn was also responsible for recording and analyzing much of the data. Other Baruch Collge graduate students were employed at various phases. Professor Richard Hurd of the New York State School of Industrial and Labor Relations at Cornell University assisted us greatly by sharing his research in this area. Professor Hurd, a national authority on non-faculty bargaining authored the introductory essay which appears on pps. ix - xiii. Ruby N. Hill, Administrative Assistant, and Beth Hillman Johnson, Administrative Coordinator, were responsible for getting this project from the "drawing boards to the ink boards".

We apologize for any errors or omissions in this volume and are proud and pleased to present this Directory to the practitioners, researchers and students of collective bargaining in higher education. To my students and colleagues, my sincere appreciation for a job well done.

Joel M. Douglas, Ph.D.
Director, NCSCBHEP

NON-FACULTY UNIONIZATION AT INSTITUTIONS OF HIGHER EDUCATION

Non-Faculty Unionization at Institutions of Higher Education

Background

The decade of the 1980's was a difficult one for the labor movement as membership and bargaining power declined for most unions in most industries. Higher education, however, provided a much more congenial environment. Faculty unionization expanded slowly but steadily at public sector institutions, although these gains were partially offset by private sector membership losses in the wake of the Yeshiva decision. In addition, there was a flurry of organizing activity among non-faculty employees, particularly clerical workers.

The clerical worker organizing of the 1980's resulted in many highly visible successes for the labor movement. Particularly noteworthy were NLRB election victories at Yale in 1984 by the FUE/Hotel Employees, at Columbia in 1985 by the UAW, and at Harvard in 1988 by the HUETW/AFSCME. Large units were also organized in the public sector, including the California State University System in 1982 by the SEIU, the University of Iowa in 1984 by AFSCME, and several Ohio campuses including Toledo in 1986 by the CWA and Cincinnati in 1988 by the SEIU. The importance of clerical unions in higher education was further demonstrated by a number of widely publicized work stoppages, including first contract strikes at Yale and Columbia and three major strikes in 1988 at New York University by an AFT local, at Wayne State by the UAW, and at Michigan State by an independent clerical union.

The National Center for the Study of Collective Bargaining in Higher Education and the Professions has monitored this clerical worker union activity with great interest, publishing the results of a survey of the nation's largest universities in 1987[1] and offering a panel discussion of the subject as a key part of the 1989 annual conference.[2] In the spring of 1989, they resolved to assemble a directory of clerical and support staff contracts and bargaining agents. Although the original intent was to focus on clerical workers, a question was added to the survey on other unionized non-faculty units including professional/technical and blue collar. This Directory summarizes the information compiled to January 1, 1990.

This survey was initially mailed to approximately 3000 colleges and universities in June 1989. Non-respondents were mailed the questionnaire again in September 1989 and May 1990. Ultimately, usable responses representing 2190 campuses were received.[3] Information was reported on the forms with varying degrees of precision and detail. In some cases, follow-up phone

calls to clarify inconsistencies were made but, for the most part, the information was reported as received. The Center recognizes that there may be inaccuracies in the data, and that many non-faculty bargaining units may be missing from this initial Directory. Corrections are invited as the Directory will be updated periodically. We would especially like to hear from anyone who knows of bargaining units which are not reported. In spite of the inevitable logistical problems in a project of this sort, I trust that the Directory will prove useful to practitioners and academics concerned about collective bargaining in higher education.

Non-Faculty Union Representation

The non-faculty bargaining units reported in this Directory represented a total in excess of 250,000 workers in institutions of higher education in 1989-90. This exceeds the total number of faculty represented by 26,851. However, faculty bargaining agreements covered 1007 campuses in 1989-90, while this survey uncovered non-faculty agreements at only 775 campuses. Overall, 35.4% of the 2190 campuses responding to our survey reported at least one non-faculty bargaining unit. As with faculty, public institutions are more heavily unionized than private institutions, and two-year colleges report a higher proportion of unionization than four-year colleges. Collective bargaining agreements for non-faculty units were reported by 50.5% of the public campuses and 11.6% of the private campuses. Unions represented non-faculty employees at 48.0% of two-year college campuses and 26.8% of four-year college campuses.

Geographic Distribution

Non-faculty unions are highly concentrated geographically. Eighty-nine percent of the campuses reporting non-faculty collective bargaining are located in four regions: New England, Mideast, Great Lakes and Far West. As reported in Directory Appendix Table 1, over 50% of campuses responding to the survey reported non-faculty unions in the far west, the mideast and New England, with just under 50% reporting unions in the Great Lakes. The other regions have far lower rates of union penetration. The lowest levels of non-faculty unionization are in the south, with a combined 4.4% of campuses represented in the southeast, south central and southwest. Information for individual states is summarized in Appendix Tables 2 and 3.

Although this pattern of unionization is similar to that for workers generally, the geographic concentration is far more striking. When compared to faculty unions, however, the pattern is no longer exceptional. Seventy percent of campuses with faculty bargaining agents are located in the four regions, reporting disproportionate levels of non-faculty unionization. The ranking of the nine regions by number of campuses organized is virtually

identical for faculty and non-faculty, with only the eighth and ninth positions switching places.[4]

Types of Bargaining Units

As mentioned above, the survey requested information on clerical and other non-faculty bargaining units. Because unit description was left up to the individual completing the questionnaire, a broad range of categories were reported. For the sake of this discussion, responses have been divided into six types of bargaining units: clerical, professional, technical, health care, blue collar and police. The information reported refers to institutions rather than campuses because some specific bargaining units are organized on only one campus of a multi-campus institution, while others represent workers in a particular category on all campuses.[5]

Approximately two-thirds of the institutions reported single non-faculty bargaining units, while the other one-third reported multiple units. Of the 218 institutions with single units, 194 had clerical locals while 24 had blue-collar locals.[6] Of the 127 institutions with multiple units, the breakdown was as follows: 116 clerical locals, 52 professional/technical locals, 29 health-care locals, 99 blue-collar locals, and 49 police locals. At the multiple unit institutions, it is common to have more than one blue-collar local with divisions often based on skill (e.g., food service, custodians, electricians, engineers, laborers, etc.).

The most notable feature of the survey results related to bargaining unit is the predominance of clerical worker locals. At institutions with single units, 90.0% reported clerical unions, while at institutions with multiple units, 91.3% reported clerical locals. Although white-collar workers are less likely to be union members than their blue-collar counterparts, in society at large, it appears that at institutions of higher education the unionization of clerical employees surpasses the unionization of blue-collar workers by a substantial margin.

National Unions Which Represent Non-Faculty Employees

Unlike the case of faculty for which three national unions can stake a legitimate claim to jurisdiction, there is no union which has firmly established itself as a specialist at representing non-faculty employees in higher education. Twenty-seven different national unions have been identified which represent subgroups of these workers at one or more institutions.[7]

Among white-collar workers, there are sixteen unions with bargaining units. The unions which appear most frequently are AFSCME, with white-collar units at 76 institutions, and SEIU, with white-collar units at 63 institutions. Both of these unions have

substantial membership among public sector white-collar workers and thus, can legitimately claim appropriate bargaining expertise. The two major education unions also have a strong presence: the AFT represents non-faculty white-collar units at 41 institutions, and the NEA at 37. Other unions with multiple white-collar units include: the OPEIU, with a long tradition of representing professional and clerical workers, at 22 institutions; the IBT, long-established as the nation's premiere practitioner of general unionism, at 13 institutions; the ANA with 12 nursing units; and two unions which have made a concerted effort to break into white collar organizing in recent years, the UAW, at 10 institutions and the CWA, at eight.

Among blue-collar workers, there are 23 unions with bargaining units. Leading the way, once again, are public sector unions, AFSCME at 30 institutions and SEIU at 26. The union with the third highest number of units is the IUOE, representing stationary engineers in the boiler rooms of 19 institutions. Four other skilled trade unions (IBEW, IBFO, GCIU, CJA) represent small units at a combined total of 15 institutions. Other blue-collar unions include: the FOB which represents police at 12 institutions; the IBT with nine assorted blue-collar units; and HERE with food service workers at six institutions.

Summary and Conclusions

It is clear that unions have established themselves among non-faculty employees at institutions of higher education. The first Directory of non-faculty bargaining agents answers a lot of questions about the extent of unionization and the types of units which exist. A reasonable picture of the geographic distribution of non-faculty units, the relative mix of public sector and private sector units, and information on both two-year and four-year institutions now exists. It appears that clerical employees are more heavily unionized than other workers in institutions of higher education. It is evident that many different unions have organized units on college and university campuses.

The Center's intention is to continue to refine and analyze the data. It is hoped that practitioners and academics with information will help NCSCBHEP expand and improve the Directory and share their insights with them.

Richard W. Hurd
Professor and Director
of Labor Studies
NYSSILR, Cornell University

ENDNOTES

1. Richard W. Hurd and Gregory Woodhead, "The Unionization of Clerical Workers at Large U. S. Universities and Colleges," Newsletter, National Center for the Study of Collective Bargaining in Higher Education and the Professions, Vol. 15, No. 3, July/August 1987.

2. "New Directions in Collective Bargaining," in Power Relationships on the Unionized Campus, Joel M. Douglas, Editor, 1989, pp. 31-56.

3. A precise response rate was not calculated. Due to overlap in mailing lists, in some cases completed questionnaires were received from campuses which were sub-units of multi-campus institutions, while in other cases one response covered several campuses.

4. The ranking is as follows: 1. Mideast, 2. Far West, 3. Great Lakes, 4. New England, 5. Plains, 6. Southeast, 7. Rocky Mountains; the rankings then diverge with non-faculty: 8. South Central, 9. Southwest, whereas for faculty: 8. Southwest, 9. South Central.

5. As reported above, 775 campuses reported non-faculty bargaining units. These campuses represent 360 institutions. The numbers in this and the following section refer to the 345 institutions for which relevant information could be tallied.

6. Because of the focus of the original questionnaire on clerical and support staff, it is possible that institutions with single unit blue-collar unions did not complete the entire questionnaire. As a result, there may have been under reporting of this type of unit.

7. Most institutions reported the name of the local union which is how bargaining agents are identified in the Directory.

NON-FACULTY BARGAINING AGENTS IN PUBLIC AND PRIVATE INSTITUTIONS OF HIGHER EDUCATION IN THE UNITED STATES

Institution[1]	Unit	Size	Agent	Category[2]
ALABAMA				
Northwest Alabama Community College	Clerical	25	ASEA-ESPO[3]	2(1)
ARIZONA				
Pima County Community College	Cler/Sup	368	AFSCME	2(4)
Community Campus				
Downtown Campus				
East Campus				
West Campus				
CALIFORNIA				
Allan Hancock Community College	Cler/Sup	120	CSEA	2(1)
Barstow College	Clerical	42	CSEA	2(1)
Cabrillo College	Cler/Sup	166	SEIU	2(1)
California Maritime Academy	Clerical	17	Ind.	4(1)
*California School of Professional Psychology-Berkeley/Alameda Campus	Clerical	20	SEIU	2(4)[4]
California State University System	Acad/Sup	1,350	APC	4(20)
	Cler/Admin	7,200	CSEA	
	Health Care	400	CSEA	
	Operations	1,990	CSEA	
	Public Safety	190	SUPA	
	Skilled Crafts	780	SETC	
	Tech/Sup	2,300	CSEA	
CA Polytechnic St. Univ. San Luis Obispo				
CA St. Col.-Bakersfield				
CA St. Polytech. Univ.-Pomona				
CSU-Chico				

Institution[1]	Unit	Size	Agent	Category[2]
California State University System (Cont'd)				
CSU-Dominguez Hills				
CSU-Fresno				
CSU-Fullerton				
CSU-Hayward				
CSU-Long Beach				
CSU-Los Angeles				
CSU-Northridge				
CSU-Sacramento				
CSU-San Bernardino				
CSU-San Marcos				
CSU-Stanislaus				
Humboldt State Univ.				
San Diego St. Univ.				
San Francisco St. Univ.				
San Jose St. Univ.				
Sonoma St. Univ.				
Cerritos College	Cler/Sup	275	CSEA	2(1)
Chabot College	Cler/Sup	225	CSEA	2(2)
Hayward Campus				
Livermore Campus				
Citrus College	Cler/Sup	219	CSEA	2(1)
Coast Community College District	Clerical	700	CFE/AFT	2(3)
Coastline C.C.				
Golden West C.C.				
Orange Coast C.C.				
College of Marin	Clerical	100	CSEA	2(3)
	Maintenance	50	SEIU	
Indian Valley Campus				
Kentfield Campus				
*College of Notre Dame	Clerical	100	SA	4(1)
College of the Redwoods	Clerical	20	CSEA	2(1)
College of the Sequoias	Cler/Sup	125	CSEA	2(1)
College of the Siskiyous	Clerical	100	CSEA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
Contra Costa Community College District Contra Costa Col. Diablo Valley Col. Los Medanos Col.	Clerical	197	PEU	2(3)[5]
Cuesta College	Cler/Sup	120	AFT	2(1)
Desert Community College District - College of the Desert	Clerical	100	CSEA	2(1)
El Camino College	Clerical	120	CSEA	2(1)
Foothill-DeAnza Community College District DeAnza Col. Foothill Col. Middlefield Col. Sunnyvale Col.	Cler/Sup	592	CSEA	2(4)
Gavilan College	Cler/Sup	105	CSEA	2(1)
*Golden Gate University	Clerical	103	OPEIU	4(1)
Grossmont/Cuyamaca Community College District Cuyamaca Col. Grossmont Col.	Clerical	500	CSEA	2(2)
Kern Community College District Bakersfield Col. Cerro Coso Col. Porterville Col.	Clerical	57	CSEA	2(3)
Long Beach City College Liberal Arts Campus Pacific Coast Campus	Cler/Sup	285	CSEA	2(2)
Los Angeles Community College System	Clerical	1,000	AFT	2(9)

Institution[1]	Unit	Size	Agent	Category[2]
Los Angeles Community College System (Cont'd) East LA Col. LA City Col. LA Harbor Col. LA Mission Col. LA Pierce Col. LA Southwest Col. LA Trade-Tech. Col. LA Valley Col. West LA Col.				
Los Rios Community College District American River Col. Cosumnes River Col. Sacramento City Col.	Blue Collar Classified Supervisory	165 465 37	SEIU LRCEA LRSA/SEIU	2(3)
Mendocino College	Cler/Sup	62	SCOPE	2(1)
Merced College	Cler/Sup	165	CSEA	2(1)
Monterey Peninsula College	Cler/Sup	142	CSEA	2(1)
Mount San Jacinto College	Cler/Sup	71	CSEA	2(1)
Napa Valley College	Clerical	150	SEIU	2(1)
North Orange County Community College District Cypress Col. Fullerton Col.	Clerical	597	CSEA	2(2)
Palomar Community College	Clerical	280	CCE/AFT	2(1)
Peralta Community College District Col. of Alameda Laney Col. Merritt Col. Vista Col.	Cler/Sup	268	SEIU	2(4)

Institution[1]	Unit	Size	Agent	Category[2]
CALIFORNIA (Cont'd)				
Rancho Santiago Community College District	Cler/Sup	900	CSEA	2(1)
Rio Hondo College	Clerical	185	CSEA	2(1)
Riverside Community College District	Clerical	200	CSEA	2(1)
Saddleback Community College District Irving Valley Col. Saddleback Col.	Clerical	465	CSEA	2(2)
San Diego Community College SD City Col. SD Mesa Col. SD Miramar Col.	Clerical	450	CSEA	2(3)
*San Francisco Art Institute	Cler/Sup	39	OPEIU	4(1)
San Francisco Community College District City College of SF C.C. Centers	Clerical	200	UPE	2(2)
San Joaquin Delta College	Cler/Sup Police	250 12	CSEA POA	2(1)
San Jose/Evergreen Community College District Evergreen Valley Col. San Jose City Col.	Clerical	300	CSEA	2(2)
San Mateo County Community College District Canada Col. Col. of San Mateo Skyline Col.	Clerical Support	300 65	CSEA AFSCME	2(3)

Institution[1]	Unit	Size	Agent	Category[2]
CALIFORNIA (Cont'd)				
Santa Barbara City College	Cler/Sup	200	CSEA	2(1)
*Santa Clara University	Phys. Plant	75	SEIU	4(1)
Santa Clarita Community College District-College of the Canyons	Clerical	66	CSEA	2(1)
Santa Monica College	Support	____	CSEA	2(1)
Shasta College	Clerical	143	CSEA	2(1)
Sierra Community College	Cler/Sup	136	FUSE	2(1)
Solano Community College	Clerical Stationary Engin.	85 39	CSEA IUOE	2(1)
Southwestern Community College District San Ysidro Educ. Ctr. Southwestern Col.	Clerical	210	CSEA	2(2)
Taft College	Cler/Sup	56	CSEA	2(1)
University of California Berkeley Col. Davis Col. Irvine Col. Los Angeles Col. Riverside Col. San Diego Col. San Francisco Col. Santa Barbara Col. Santa Cruz Col.	Clerical Nurses Oper. Engin.	20,000 2,000 500	AFSCME CNA OPEIU	4(9)
*University of Judaism	Clerical	20	OPEIU	4(1)
*University of San Francisco	Clerical Engineers Laborers	150 23 11	OPEIU IUOE SEIU	4(1)

Institution[1]	Unit	Size	Agent	Category[2]
CALIFORNIA (Cont'd)				
*University of Southern California	Food Service	360	HERE	4(1)
*University of the Pacific Dental School	Cler/Sup	65	OPEIU	4(2)
	Dental	10	OPEIU	
	Phys. Plant	110	IBT	
San Francisco Sacramento				
Ventura County Community College District	Clerical	450	SEIU	2(3)
	Managers	10	CMA	
	Supervisors	31	CSA	
Moorpark Col. Oxnard Col. Ventura Col.				
Victor Valley College	Cler/Sup	93	CSEA	2(1)
West Hills Community College	Cler/Sup	75	CSEA	2(1)
West-Valley Mission Community College District	Clerical	208	SEIU	2(2)
	Publ. Safety	11	IBT	
	Sup. Staff	65	SEIU	
	Supervisory	32	IBT/PVED	
Mission Col. West Valley Col.				
Yuba College	Clerical	375	CSEA	2(1)
COLORADO				
U.S. Air Force Academy	Blue Collar	700	AFGE	4(1)
	Clerical	544	AFGE	
CONNECTICUT				
Charter Oak College	Clerical	3	AFSCME	4(1)
Connecticut Community College System[6]	Administrative	71	AFT/CSFT	2(17)
	Clerical	313	AFSCME	
	Engineers	1	CSEA	
	Health Care	2	SEIU	

Institution[1]	Unit	Size	Agent	Category[2]
Connecticut Community College System (Cont'd)				
	Maintenance	158	CEU	
	Security	27	IUPA/IAFF	
Asnuntuck C.C.				
Greater Hartford C.C.				
Housatonic Regional C.C.				
Manchester C.C.				
Mattatuck C.C.				
Middlesex C.C.				
Mohegan C.C.				
Northwestern CT C.C.				
Norwalk C.C.				
Quinebaug Valley C.C.				
South Central C.C.				
Tunxis C.C.				
Connecticut State Technical Colleges[7]				
Greater New Haven St. Col				
Hartford St. Tech.				
Norwalk St. Tech.				
Thames Valley St. Tech.				
Waterbury St. Tech.				
Connecticut State University System[8]	Admin. Staff	309	AFSCME	4(4)
	Cler/Mainten.	954	AFSCME/ SEIU	
Central CT St. Col.				
Eastern CT St. Col.				
Southern CT St. Col.				
Western CT St. Col.				
*Quinnipiac College	Maintenance	____	HREBU	4(1)
U.S. Coast Guard Academy	Cler/Sup	51	NAGE	4(1)
*University of Bridgeport	Clerical	140	OPEIU	4(1)
	Maintenance	120	RWDSU	
University of Connecticut[9]	Admin/Clerical	634	AFSCME	2/4(6)
	Admin/Residual	48	AREU	
	Engin/Technical	17	CSEA	
	Food Service	50	ACTW	
	Health Care	15	RWDSU	
	Human Services	14	AFSCME	

Institution[1]	Unit	Size	Agent	Category[2]
University of Connecticut (Cont'd)				
Hartford Southeastern Stamford Storrs Torrington Waterbury	Maintenance Security	943 79	CEIU PSEC	
*University of New Haven	Clerical Maintenance	106 33	SEIU UFWA	4(1)
*Wesleyan University	Clerical Phys. Plant	155 120	OPEIU OPEIU	4(1)
*Yale University	Clerical Maintenance Police	2,600 1,000 37	FUE FUE YPBA	4(1)
DISTRICT OF COLUMBIA				
*Catholic University of America	Housekeeping Maintenance Power Plant	83 41 18	IBFOME IBFOME IUOE	4(1)
*George Washington University	Clerical Service	20 475	IBT SEIU	4(1)
*Howard University	Clerical Support Staff	160 415	MSPOF SEIU	4(1)
University of the District of Columbia	Cler/Sup	412	AFSCME	4(1)
FLORIDA				
Broward Community College	Blue Collar	140	IBT	2(1)
Florida State University System[10]	Clerical Health Care Human Svc. Law Enforce.	7,345 195 325 195	AFSCME FNA AFSCME PBA	4(9)

Institution[1]	Unit	Size	Agent	Category[2]
Florida State University System (Cont'd)	Oper. Svc.	3,781	AFSCME	
	Professional	1,435	AFSCME	
FL Agric. & Mech. Univ.				
FL Atlantic Univ.				
FL International Univ.				
FL State Univ.				
Univ. of Central FL				
Univ. of Florida				
Univ. of N. Florida				
Univ. of S. Florida				
Univ. of W. Florida				
Hillsborough Community College District	Clerical	224	FUSA	2(4)
Brandon Learning Ctr.				
Dale Mabry Campus				
Plant City Campus				
Ybor Campus				
GEORGIA				
*Agnes Scott College	Food Svc./Main/Plant	60	____	4(1)
HAWAII				
University of Hawaii System[11]	Admin/Tech	975	HGEA/ AFSCME	2/4(10)
	Blue Collar	455	UPW/AFSCME	
	Health Care	8	HGEA/AFSCME	
	White Collar	1,250	HGEA/AFSCME	
Hawaii C.C.				
Honolulu C.C.				
Kapiolani C.C.				
Kauai C.C.				
Leeward C.C.				
Manoa Col.				
Maui C.C.				
UH-Hilo				
West Oahu Col.				
Windward C.C.				

Institution[1]	Unit	Size	Agent	Category[2]
ILLINOIS				
Belleville Area College	Clerical	65	IFT/AFT	2(3)
Belleville Campus Granite Campus Red Bud Campus				
Black Hawk College	Clerical	150	UAW	2(2)
East Campus Quad Campus				
City Colleges of Chicago	Clerical	537	FCCTP/AFT	2(8)
	Engineers	33	IBT	
	Maintenance	178	SEIU	
	Opr. Engrs.	62	IUOE	
	Phys. Plant	9	IBFO	
City-Wide Col. Kennedy-King Col. Malcolm X Col. Olive-Harvey Col. Richard J. Daley Col. Truman Col. Washington Col. Wright Col.				
College of Lake County	Maintenance	30	AFT	2(1)
Danville Area Community College	Clerical	85	IEA/NEA	2(1)
Illinois Board of Governors of State Colleges and Universities	Clerical	230	AFSCME	4(5)
	Engineers	16	IBE	
	Maintenance	44	IBT	
	Phys. Plant	5	IBFO	
Chicago State Univ. Eastern IL Univ. Governors St. Univ. Northeastern IL Univ. Western IL Univ.				
Kaskaskia College	Clerical	27	IEA/NEA	2(1)
McHenry County College	Clerical	50	IFT/AFT	2(1)
*Monmouth College	Maintenance	16	UFCW	4(1)

Institution[1]	Unit	Size	Agent	Category[2]
ILLINOIS (Cont'd)				
Moraine Valley Community College	Clerical	190	CCCTU/AFT	2(1)
Northern Illinois University	Clerical	323	AFSCME	4(1)
	Opr. Engrs.	34	IUOE	
	Police	19	FOP	
	Professional	81	AFSCME	
*Northwestern University	Custodial	90	SEIU	4(2)
	Maintenance	80	LI	
	Opr. Engrs.	65	IUOE	
	Phys. Plant	13	IBFO	
Chicago Campus				
Evanston Campus				
Oakton Community College	Clerical	216	AFT	2(1)
Parkland College	Non-Academic	92	IFT	2(1)
	Sup. Staff	42	IFT	
Prairie State College	Clerical	84	AFT	2(1)
*Rush University-Rush Presbyterian Medical Center	Service/Maintenance	900	IBT	4(1)
	Security	55	ISSSA	
Sangamon State University	Clerical	7	AFSCME	4(1)
	Opr. Engrs.	3	IUOE	
	Professional	110	UPI	
	Technical	5	GTPTE	
South Suburban College	Clerical	50	CCCTU	2(1)
Southern Illinois University	Clerical	209	AFSCME	4(2)
	Custodial	29	IUOE	
	Electrical	51	IBEW	
	Food Service	31	SEIU	
	Oper. Engrs.	55	IUOE	
	Police	60	IFOP	
	Sup. Staff	276	SEIU	
Carbondale				
Edwardsville				
Spoon River College	Clerical	4	SRC/CSA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
ILLINOIS (Cont'd)				
State Community College of East St. Louis	Clerical	47	ISEA/IFT	2(1)
Triton College	Clerical Police	270 12	IFT/AFT CCPA	2(1)
*University of Chicago	Clerical	1,135	IBT	4(1)
University of Illinois Chicago Urbana-Champaign	Clerical Blue Collar	1,041 900	SEIU SEIU	4(2)
INDIANA				
Indiana University System Bloomington East Campus Kokomo Northwest Purdue Univ. at Indianapolis Purdue Univ. at Ft. Wayne South Bend Southeast	Mainten/Food Svc	1,500	AFSCME	4(8)
Indiana Vocational Technical College System[12] Central Indiana North Central South Bend	Clerical	56	AFSCME	2(13)
IOWA				
Des Moines Area Community College Ankeny Campus Boone Campus Carroll Campus Urban Campus	Clerical	174	ESA	2(4)

Institution[1]	Unit	Size	Agent	Category[2]
IOWA (Cont'd)				
Iowa State University of Science & Technology[13]	Blue Collar	814	AFSCME	4(1)
	Clerical	1,067	AFSCME	
	Security	46	AFSCME	
	Technical	256	AFSCME	
Northeast Iowa Community College	Clerical	65	AFSCME	2(2)
Calmar Campus				
Peosta Campus				
Southeastern Community College	Support	____	SCCSSEA	2(1)
University of Iowa[14]	Blue Collar	1,675	AFSCME	4(1)
	Clerical	2,212	AFSCME	
	Security	63	AFSCME	
	Technical	1,131	AFSCME	
University of Northern Iowa	Clerical	600	AFSCME	4(1)
*University of Osteopathic Medicine & Health Sciences	Clerical	175	AFSCME	4(1)
KANSAS				
Fort Scott Community College	Prof. Admin.	____	FSCAPE	2(1)
Kansas State University	Clerical	353	KAPE	4(1)
University of Kansas	Labor & Trades	500	PSEU	4(1)
	Law Enforce.	30	KUPOA	
University of Kansas Medical Center	Service/Mainten	900	PSEU	4(1)
Witchita State University	Service/Mainten	200	KAPE	4(1)
LOUISIANA				
Nicholls State University	Clerical	27	AFSCME	4(1)

Institution[1]	Unit	Size	Agent	Category[2]
LOUISIANA (Cont'd)				
Northeast Louisiana University	Food Svc/Mainten	175	AFSCME	4(1)
Southeastern Louisiana University	Cler/Blue Collar	75	AFSCME	4(1)
University of Southwestern Louisiana	Clerical	49	AFSCME	4(1)
MAINE				
Maine Technical College System	Sup. Staff	400	MSEA	2(6)
Central ME Tech. Col. Eastern ME Tech. Col. Kennebec Valley Tech. Col. Northern ME Tech. Col. Southern ME Tech. Col. Washington Cty. Tech. Col.				
Maine Maritime Academy	Clerical	125	MSEA	4(1)
University of Maine System	Clerical	1,246	MTA/NEA	4(7)
	Police	70	IBT	
	Prof. & Admin. Staff	863	MTA/NEA	
	Service/Mainten	680	IBT	
Univ. of Maine U. of ME - Augusta U. of ME - Farmington U. of ME - Fort Kent U. of ME - Machias U. of ME - Presque Isle Univ. of Southern Maine				
MARYLAND				
*Johns Hopkins University	Service/Mainten	409	AMELIU	4(1)
New Community College of Baltimore	Clerical	74	CUB/AFT	2(2)

Institution[1]	Unit	Size	Agent	Category[2]
New Community College of Baltimore (Cont'd)				
Harbor Campus				
Liberty Campus				
U.S. Naval Academy	Blue Collar	500	AFGE	4(1)
	Security	90	FFA	
MASSACHUSETTS				
*Boston University	Clerical	800	UAW	4(1)
	Custodial	509	SEIU	
	Police	49	PPA	
*Brandeis University	Food Service	80	SEIU	4(1)
	Phys. Plant	140	SEIU	
	Police	20	BUPA	
*Dean Junior College	Cler/Sup	44	AFSCME	2(1)
*Harvard University	Cler/Tech	3,400	HUCTW	4(1)
	Custodial	234	SEIU	
	Graphic Com.	48	GCIU	
	Guards	102	SEIU	
	Food Service	316	HREU	
	Police	44	HUPA	
	Trades	220	MTC	
*Laboure College	Clerical	4	NEA	2(1)
Massachusetts Community College District[15]	Clerical	800	AFSCME	2(15)
Berkshire C.C.				
Bristol C.C.				
Bunker Hill C.C.				
Cape Cod C.C.				
Greenfield C.C.				
Holyoke C.C.				
Mass. Bay C.C.				
Massasoit C.C.				
Middlesex C.C.				
Mt. Wachusett C.C.				
North Shore C.C.				
Northern Essex C.C.				
Quinsigamond C.C.				

Institution[1]	Unit	Size	Agent	Category[2]
Massachusetts Community College District (Cont'd)				
Roxbury C.C.				
Springfield Tech. C.C.				
Massachusetts State Colleges[16]	Clerical	750	AFSCME	4(9)
	Mainten/Tech	850	AFSCME	
	Police	100	AFSCME	
Bridgewater St.				
Fitchburg St.				
Framingham St.				
MA Col. of Art				
MA Maritime Acad.				
North Adams St.				
Salem St. Col.				
Westfield St.				
Worcester St.				
*Northeastern University	Maintenance	45	SEIU	4(1)
	Printing	8	SEIU	
	Transportation	9	SEIU	
*Smith College	Carpenters	12	UBCJ	4(1)
	Electricians	12	IBEW	
	Food Serv/Custodial	220	SEIU	
	Hlth Svc/Reg. Nurses	12	UBCJ	
	Painters	12	PAT	
	Phys. Plant	145	SEIU	
Southeastern Massachusetts University	Administration	104	AFT/ESU	4(1)
	Clerical	179	AFSCME	
	Maintenance	130	NAGE	
	Police	18	IBPO	
University of Lowell	Clerical	165	SEIU	4(1)
	Maintenance	163	NAGE	
	Police	33	IBPO	
	Technical	137	SEIU	
University of Massachusetts	Cler/Sup	1,580	NEA/SEIU	4(3)
Amherst Campus				
Boston Campus				
Worcester Campus				

Institution[1]	Unit	Size	Agent	Category[2]
MICHIGAN				
*Albion College	Clerical	50	GMPPAWI	4(1)
	Phys. Plant/Food Svc	88	GMPPAWI	
Alpena Community College	Clerical	15	USA	2(1)
	Custodial	5	USA	
Central Michigan University	Clerical	325	UAW	4(1)
	Mainten/Food Svc	330	AFSCME	
	Police	16	POAM	
	Super/Tech	175	MESPA/MEA	
Eastern Michigan University	Clerical	360	UAW	4(1)
	Food Svc/Mainten	220	AFSCME	
	Police	12	FOP	
	Profess/Tech	230	UAW	
Ferris State College	Clerical	250	MEA	4(1)
Glen Oaks Community College	Clerical	18	MEA	2(1)
Grand Valley State University	Clerical	185	MEA/NEA	4(1)
	Mainten/Service	65	AFSCME	
	Police	6	FOP	
Henry Ford Community College	Clerical	____	AFT	2(1)
Highland Park Community College	Clerical	77	AFT	2(1)
Jackson Community College	Clerical	66	JCEA	2(1)
Lake Michigan College	Maintenance	11	IBT	2(1)
Lake Superior State University	Cler/Sup	111	MEA/NEA	4(1)
Lansing Community College	Administration	85	LCCAA	2(1)
	Clerical	100	MEA	
	Food Service	15	HERE	
	Maintenance	12	AFSCME	
	Police	8	FOP	
Macomb County Community College	Admin/Cler	155	AFSCME	2(1)
	Mainten/Oper	20	MCCOPA	

Institution[1]	Unit	Size	Agent	Category[2]
Macomb County Community College (Cont'd)	Police	10	POAM	
	Supervision/Tech	25	AFSCME	
*Marygrove College	Oper. Engrs.	9	IUOE	4(1)
Michigan State University	Clerical	2,100	Ind.	4(1)
	Police	36	FOP	
	Power Plant	37	IUOE	
	Prof. Staff	650	MEA	
	Svc/Maintenance	850	AFSCME	
	Skilled Trades	230	AFSCME	
	Supervisory Staff	850	Ind.	
Mid Michigan Community College	Clerical	42	SPA/MEA/ NEA	2(1)
Montcalm Community College	Clerical	25	Ind.	2(1)
Mott Community College	Clerical	70	SEIU	2(1)
	Maintenance	55	SEIU	
	Prof. Admin.	40	PAA	
Northern Michigan University	Admin/Prof	143	UAW	4(1)
	Blue Collar/Mainten./ Food	163	UAW	
	Clerical	189	UAW	
Oakland Community College	Cler/Tech	230	AFSCME	2(4)
	Maintenance	110	AFSCME	
Auburn Hills Campus Highland Lakes Campus Orchard Ridge Campus Southeast Campus				
Oakland University	Clerical	272	UAW	4(1)
	Maintenance	167	AFSCME	
	Police	13	POAM	
Saginaw Valley State University	Clerical	81	MEA	4(1)
	Service Staff	53	MEA	
St. Clair County Community College	Clerical	55	MEA	2(1)
University of Michigan	Health Care	2,100	MNA	4(3)
	Oper. Engineers	55	IUOE	
	Security	115	MAP	

Institution[1]	Unit	Size	Agent	Category[2]
University of Michigan (Cont'd)				
	Serv. Mainten	2,500	AFSCME	
	Skilled Trades	400	AFSCME	
Ann Arbor Campus Dearborn Campus Flint Campus				
Washtenaw Community College	Bldgs. & Trades	80	AFSCME	2(1)
Wayne County Community College	Clerical	161	UAW	2(5)
	Prof/Admin Staff	265	MFT	
Downriver Campus Downtown Campus Eastern Campus Northwestern Campus Western Campus				
Wayne State University	Bldgs. & Trades	38	DBCTC	4(1)
	Clerical	904	UAW	
	Engineers	47	IUOE	
	Maintenance	238	AFSCME	
	Mainten/Housekeeping	12	HERE	
	Mainten. Sup.	15	SEIU	
	Professional & Admin.	106	UAW	
	Public Safety	24	FOP	
	Super. Engrs.	6	IUOE	
MINNESOTA				
Minnesota Community College System[17]	Clerical	760	AFSCME	2(18)
	Middle Mgmt.	55	MMA	
	Nurses	4	MNA	
	Professional	145	MAPE	
Anoka-Ramsey C.C. Arrowhead C.C. District Hibbing C.C. Itasca C.C. Mesabi C.C. Rainy River C.C. Vermilion C.C. Austin C.C. Clearwater C.C. District Brainerd C.C.				

Institution[1]	Unit	Size	Agent	Category[2]
Minnesota Community College System (Cont'd)				
Fergus Falls C.C.				
Northland C.C.				
Inver Hills C.C.				
Lakewood C.C.				
Minneapolis C.C.				
Normandale C.C.				
North Hennepin C.C.				
Rochester C.C.				
Willmar C.C.				
Worthington C.C.				
Minnesota State University System[18]	Administration	45	MSUAASF	4(7)
	Clerical/Sup/Mainten	750	AFSCME	
Bemidji St. Univ.				
Mankato St. Univ.				
Metropolitan St. Univ.				
Moorhead St. Univ.				
St. Cloud St. Univ.				
Southwest St. Univ.				
Winona St. Univ.				
St. Paul Technical College	Cler/Sup	300	AFSCME	2(1)
University of Minnesota	Sup. Staff	1,700	IBT	4(2)
	Sup. Staff	800	AFSCME	
Duluth Campus				
Waseca Campus				
MISSOURI				
Central Missouri State University	Phys. Plant	200	SMW	4(1)
St. Louis Community College	Clerical	140	JCDFTC	2(3)
	Phys. Plant	159	IUOE	
Florissant Valley				
Forest Park				
Meramec				
University of Missouri	Serv/Maint	14	LIUNA	4(4)
Columbia Campus				

Institution[1]	Unit	Size	Agent	Category[2]
MISSOURI (Cont'd)				
*Washington University	Oper. Engrs.	181	IUOE	4(1)
MONTANA				
Flathead Valley Community College	Clerical	34	AFT	2(1)
Montana University System[19]	Administration	111	AFSCME	4(6)
	Carpentry	22	IBCJA	
	Clerical	1,338	MPEA	
	Electricians	18	IBEW	
	Food Service	106	UFCWIU	
	Laborers	125	MDCL	
	Machinists	10	IAMAW	
	Oper. Engrs.	28	IUOE	
	Painters	11	IBPAT	
	Plumbers	19	UAPP	
	Printers	10	ITU/CGI	
Eastern MT Col. MT Col. of Mineral Science & Technology MT State Univ. Northern MT Col. Univ. of MT Western MT Col.				
NEW HAMPSHIRE[20]				
New Hampshire Technical Institute	Clerical	60	SEA	2(1)
New Hampshire Technical College-Berlin	Clerical	15	SEA	2(1)
NEW JERSEY				
Atlantic Community College	Admin. Staff	40	ACCSAA	2(1)
	Sup. Staff	140	ACCSSA	
Bergen Community College	Administration	8	NJEA	2(1)
	Cler/Sup	210	IBT	
	Profess. Staff	35	NJEA	

Institution[1]	Unit	Size	Agent	Category[2]
NEW JERSEY (Cont'd)				
Brookdale Community College	Administration	120	NJEA	2(1)
	Police	16	FOP	
	Sup. Staff	364	NJEA	
County College of Morris	Sup. Staff	180	CCMSA/NJEA	2(1)
Cumberland County College	Cler/Sup	30	CCCSA	2(1)
	Tech. Assts.	19	CCCTAA	
Essex County College	Administration	55	NJEA	2(2)
	Clerical	110	ECCOWA/NJEA	
	Professional	125	PA/AFT	
	Staff	60	FSA/NJEA	
Newark Campus				
West Caldwell Campus				
*Fairleigh Dickinson University	Clerical	400	OPEIU	4(3)
	Maintenance	125	RWDSU	
Madison Campus				
Rutherford Campus				
Teaneck-Hackensack Campus				
Gloucester County College	Clerical	29	IUE	2(1)
	Directors	5	IUE	
	Paraprofessionals	4	AFT	
Hudson County Community College	Administration	5	NJEA	2(1)
	Clerical	9	NJEA	
Mercer County Community College	Clerical	75	AFT	2(1)
Middlesex County College	Clerical	179	AFSCME	2(1)
*Monmouth College	Clerical	115	OPEIU	4(1)
New Jersey Institute of Technology	Clerical	186	OPEIU	4(1)
New Jersey State College System[21]	Clerical	800	CWA	4(9)
	Food Service	90	AFSCME	
	Maintenance	700	IFPTE	
	Police	95	PBA	
Glassboro St. Col.				
Jersey City St. Col.				
Kean Col. of N.J.				
Montclair St. Col.				

Institution[1]	Unit	Size	Agent	Category[2]
New Jersey State College System (Cont'd)				
Ramapo Col. of N.J. Stockton St. Col. Thomas A. Edison St. Col. Trenton St. Col. Wm. Paterson Col. of N.J.				
Ocean County College	Sup. Staff	148	SSA/NJEA	2(1)
Passaic County Community College	Sup. Staff	76	NJEA	2(1)
Raritan Valley Community College	Clerical	120	AFT	2(1)
*Rider College	Clerical	120	AFSCME	4(1)
Rutgers State University of New Jersey	Clerical Maintenance Oper. Engrs. Police	1,800 1,200 34 86	AFSCME AFSCME IUOE FOP	4(3)
Camden Campus New Brunswick Campus Newark Campus				
Salem Community College	Clerical	28	NJEA	2(1)
*Seton Hall University	Clerical Maintenance	230 53	OPEIU IUOE	4(1)
Union County College	Clerical Maintenance Professional Security	90 40 75 22	NJEA IBT UCCEA UCCSA	2(4)
Cranford Campus Elizabeth Campus Plainfield Campus Scotch Plains Campus				
University of Medicine & Dentistry of New Jersey	Clerical Oper. Engrs. Police Security	2,700 160 75 80	IBT IUOE FOP OPEIU	4(5)
Graduate School of Biomedical Sciences				

Institution[1]	Unit	Size	Agent	Category[2]
University of Medicine & Dentistry of New Jersey (Cont'd)				
NJ Dental School				
NJ Med. School				
School of Osteopathic Medicine				
Robert Wood Johnson Medical School				
NEW MEXICO				
University of New Mexico	Clerical	855	CWA	4(1)
	Maintenance	536	CWA	
NEW YORK				
*Adelphi University	Clerical	270	OPEIU	4(1)
	Phys. Plant	75	HHNHAS	
Adirondack Community College	Clerical	68	NEA	2(1)
Bank Street College of Education	Clerical	24	CSA	4(1)
Broome Community College	Clerical	78	NEA	2(1)
	Maintenance	43	NEA	
	Middle Mgmt.	39	MMG	
*Canisius College	Maintenance	65	SEIU	4(1)
Cayuga County Community College	Clerical	32	IBT	2(1)
	Maintenance	13	AFSCME	
City University of New York	Blue Collar	1,113	AFSCME/ IBT/SEIU	2/4(19)
	Clerical	2,572	AFSCME/SEIU/ NYSNA/IATSE	
	Carpenters	35	UBCJ	
	Electrical Workers	70	IBEW	
	Maintenance	190	IBT	
	Oper Engineers	120	IUOE	
	Painters	30	IBPD	
	Physical Plant	65	AFSCME	
	Plumbers	40	UAJAPPI	
	Steamfitters	5	UAJAPPI	

Institution[1]	Unit	Size	Agent	Category[2]
City University of New York (Cont'd)				
Baruch Col.				
Bor. of Man. C.C.				
Bronx C.C.				
Brooklyn Col.				
City Col.				
Grad. School & Univ. Ctr.				
Hostos C.C.				
Hunter Col.				
John Jay Col. of Criminal Justice				
Kingsborough C.C.				
LaGuardia C.C.				
Lehman Col.				
Medgar Evers Col.				
New York City Tech. Col.				
Queens Col.				
Queensborough C.C.				
York Col.				
Clinton Community College[22]	Clerical	30	CSEA	2(1)
*Colgate University	Maintenance	125	SEIU	4(1)
Columbia-Greene Community College	Clerical	52	AFSCME	2(1)
*Columbia University	Clerical	1,100	UAW	4(2)
	Food Service	104	HERE	
	Health Care	375	RWDSU	
	Hospital Techn.	157	RWDSU	
	Maintenance	518	TWU	
	Security	120	TWU	
	Sup. Staff	972	SEIU	
Barnard Col.				
Teachers Col.				
Community College of the Finger Lakes[23]	Clerical	92	CSEA	2(1)
*Cornell University	Maintenance	1,000	UAW	4(1)
	Phys. Plant	36	IUOE	
	Publ. Safety	60	Ind.	
	Skilled Trades	140	BTC	
*Dowling College	Clerical	51	AFL-CIO	4(1)

Institution[1]	Unit	Size	Agent	Category[2]
NEW YORK (Cont'd)				
Dutchess Community College[24]	Cler/Sup	125	CSEA	2(1)
Erie Community College[25]	Administration	82	AAECC	2(3)
	Blue Collar	121	AFSCME	
	Clerical	134	CSEA	
City Campus				
North Campus				
South Campus				
Fashion Institute of Technology	Cler/Sup	400	UCE/FIT	4(1)
*Fordham University	Clerical	340	OPEIU	4(1)
	Maintenance	190	IBT	
Fulton-Montgomery Community College	Clerical	31	NYEA	2(1)
Genesee Community College[26]	Cler/Sup	35	CSEA	2(1)
Hamilton College	Maintenance	80	SEIU	4(1)
*Hobart and William Smith Colleges	Clerical	83	SEIU	4(1)
*Hofstra University	Cler/Sup	390	OPEIU	4(1)
Jamestown Community College	Cler/Sup	90	NYEA	2(2)
Cattaraugus Co. Campus				
Jamestown Campus				
Jefferson Community College[27]	Clerical	32	CSEA	2(1)
	Maintenance	16	CSEA	
*Jewish Theological Seminary of America	Administration	70	AFSCME	4(1)
	Clerical	20	OPEIU	
	Mainten/Security	40	TWU	
*Long Island University	Cler/Sup	390	OPEIU	4(3)
	Prof/Admin	80	PAA/NYSUT	
Brooklyn Campus				
C.W. Post Campus				
Southampton Campus				

Institution[1]	Unit	Size	Agent	Category[2]
NEW YORK (Cont'd)				
*Manhattan College	Maintenance	50	Ind.	4(1)
*Marist College	Cler/Sup	94	CWA	4(1)
	Mainten/Food Svc	86	SEIU	
Mohawk Valley Community College[28]	Cler/Sup	165	CSEA	2(2)
Rome Campus				
Utica Campus				
Monroe Community College[29]	Cler/Sup	288	CSEA	2(1)
*Mount Sinai School of Medicine[30]	Clerical	774	DHHCEU	4(1)
	Engineers	18	IBEW	
	Nurses	1,637	NYSNA	
	Security	86	BSPOGIU	
Nassau Community College[31]	Cler/Sup	227	CSEA	2(1)
*New School for Social Research	Clerical	120	IBT	4(1)
*New York Institute of Technology	Clerical	63	IBT	4(3)
Central Islip Campus				
New York City Campus				
Old Westbury-Main Campus				
New York Medical College	Cler/Sup	500	DHHCEU	4(1)
New York University	Cler/Sup	1,600	AFT	4(2)
NYU Campus				
Grad. School of Bus. Campus				
Niagara County Community College[32]	Clerical	99	CSEA	2(1)
	Support Staff	22	CSEA	
North Country Community College[33]	Cler/Sup	52	CSEA	2(4)
Elizabethtown Campus				
Malone Campus				

Institution[1]	Unit	Size	Agent	Category[2]
North Country Community College (Cont'd)				
Saranac Lake Campus Ticonderoga Campus				
Onondaga Community College[34]	Cler/Sup	211	CSEA	2(1)
Orange County Community College[35]	Cler/Sup	119	OCU/CSEA	2(1)
*Polytechnic University	Clerical Oper. Engrs.	125 25	____ ____	4(1)
*Pratt Institute	Clerical Maintenance Maintenance Security	130 50 9 15	OPEIU FOMM SEIU OPEIU	4(2)
Brooklyn Campus Pratt Manhattan Ctr.				
Rockland Community College[36]	Cler/Sup	276	CSEA	2(1)
Schenectady County Community College[37]	Clerical	41	CSEA	2(1)
*Skidmore College	Blue Collar	165	____	4(1)
State University of New York[38]	Clerical Maintenance Profess/Tech Publ. Safety Publ. Safety Super. Sup. Staff	6,500 5,900 2,400 500 100 1,500	CSEA CSEA PEF AFSCME AFSCME CSEA	2/4(30)
Col. of Environmental Science & Forestry at Syracuse Col. of Technology Alfred Canton Cobleskill Delhi Farmingdale Morrisville Col. of Technology at Utica/Rome Empire St. Col.				

Institution[1]	Unit	Size	Agent	Category[2]
State University of New York (Cont'd)				
Maritime Col. of Fort Schuyler State Univ. Colleges Brockport Buffalo Cortland Fredonia Geneseo New Paltz Old Westbury Oneonta Oswego Plattsburgh Potsdam Purchase State Univ. of New York Albany Binghamton Buffalo Stony Brook Medical Centers Brooklyn Health Sci. Ctr. Col. of Optometry at NYC Stony Brook Health Sci. Ctr. Syracuse Health Sci. Ctr.				
Suffolk County Community College[39] Brentwood Campus Riverhead Campus Selden Campus	Blue Collar Security White Collar	130 42 187	SCAME SCAME SCAME	2(3)
Sullivan County Community College	Clerical Prof. Staff	50 111	IBT PSA	2(1)
*Syracuse University Main Campus Utica Col. of Syracuse Univ.	Clerical	910	SEIU	4(2)
Ulster County Community College[40]	Cler/Mainten	26	CSEA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
NEW YORK (Cont'd)				
Union Theological Seminary	Clerical Maintenance	35 30	UAW SEIU	4(1)
U.S. Military Academy	Cler/Sup	1,500	AFGE	4(1)
*University of Rochester	Blue Collar Health Care Security	200 900 55	IUOE DHHCEU URSOA	4(1)
*Vassar College	Clerical Services Carpenters	230 300 7	CWA SEIU CJA	4(1)
Westchester Community College[41]	Cler/Sup	228	CSEA	2(1)
*Yeshiva University	Clerical	370	DHHCEU	4(1)
OHIO				
*Antioch University-Ohio	Clerical Maintenance Oper. Engrs. Phys. Plant	32 36 5 4	UERMWA UERMWA IUOE PGW	4(1)
*Case Western Reserve University	Electricians	6	IBEU	4(1)
Central State University	Clerical	190	AFSCME	4(1)
Cleveland State University	Cler/Sup	526	CWA	4(1)
Cuyahoga Community College District Eastern Campus Metropolitan Campus Western Campus	Clerical Mainten/Security	250 85	SEIU AFSCME	2(3)
Hocking Technical College	Clerical	60	OEA	2(1)
Jefferson Technical College	Clerical	47	OEA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
OHIO (Cont'd				
Medical College of Ohio	Cler/Sup	1,600	AFSCME	4(1)
Miami University	Sup. Staff	750	AFSCME	2/4(3)
	Police	26	FOP	
Hamilton Campus				
Middletown Campus				
Oxford - Main Campus				
Northwest Technical College	Clerical	20	OEA/NEA	2(1)
*Oberlin College	Clerical	200	OPEIU	4(1)
Ohio State University	Nurses	839	ONA	2/4(6)
	Police	45	FOP	
	Service	1,428	CWA	
	Skilled	511	CWA	
Agri. Tech. Inst.-Wooster Campus				
Columbus-Main Campus				
Lima Campus				
Mansfield Campus				
Marion Campus				
Newark Campus				
Shawnee State University	Clerical	76	CWA	4(1)
University of Cincinnati	Clerical	1,200	SEIU	2/4(3)
	Nurses	900	ONA	
	Svc/Mainten	1,400	AFSCME	
	Skilled Trades	140	IUOE	
Cincinnati - Main Campus				
Clermont Col.				
Raymond Walters Col.				
University of Dayton	Maint/Food Serv	165	AFSCME	4(1)
University of Toledo	Cler/Sup	620	CWA	4(1)
	Police	18	UTPPA	
Youngstown State University	Cler/Sup	400	ACE/OEA/NEA	4(1)
	Police	24	NOPBA	
	Profess/Admin	100	YSU/APAS	

Institution[1]	Unit	Size	Agent	Category[2]
OREGON				
Blue Mountain Community College	Clerical	49	OSEA	2(1)
Central Oregon Community College	Cler/Sup	67	OSEA	2(1)
Clackamas Community College	Clerical	134	OSEA	2(1)
Clatsop Community College	Cler/Sup	39	OSEA	2(1)
Lane Community College	Cler/Sup	331	LCCEF	2(1)
Mount Hood Community College	Clerical	175	MHCCCEA	2(1)
Oregon State System of Higher Education[42]	Cler/Sup Cler/Sup Nurses Printers	3,831 2,191 938 15	OPEU AFSCME ONA GAIU	4(8)
Eastern OR St. Col. OR Health Sciences Univ. OR Institute of Tech. OR State University Portland St. Univ. Southern OR St. Col. University of OR Western OR St. Col.				
Portland Community College	Classified	538	OFT/AFT	2(3)
Cascade Campus Rock Creek Campus Sylvania Campus				
Rogue Community College	Clerical	49	RCCCEA/ OSEA	2(1)
	Food Service	5	OSEA	
	Maintenance	12	OSEA	
	Support	9	OSEA	
Southwestern Oregon Community College	Classified	54	OFT/AFT	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
PENNSYLVANIA				
Bucks County Community College	Clerical	150	CEO[43]	2(1)
Butler County Community College	Clerical	38	ESPA	2(1)
*Carlow College	Maintenance	18	SEIU	4(1)
*Carnegie Mellon University	Police Services	49 132	CMMCPA SEIU	4(1)
Community College of Allegheny County Allegheny Campus Boyce Campus North Campus South Campus	Cler/Sup Security	210 140	SEIU SEIU	2(4)
Community College of Philadelphia	Clerical	270	AFT	2(1)
*Geneva College	Support	45	PSPA	4(1)
*Juniata College	Phys.Plant	40	IBEW	4(1)
*Lafayette College	Cler/Sup	114	OPEIU	4(1)
Lincoln University	Clerical Maintenance	45 12	AFSCME IBFOPOMM	4(1)
*Medical College of Pennsylvania	Cler/Sup Nurses Oper. Engrs. Tech. Service	100 ___ ___ ___	HHCEU PNA OEIU AFSCME	4(1)
Montgomery County Community College	Clerical/Sup	121	PFT/AFT	2(1)
Northampton County Community College	Clerical Mainten/Custodial	54 25	IBT IBT	2(1)
*Osteopathic Medical Center of Philadelphia	Clerical	280	HHCEU	4(1)
*Pennsylvania College of Optometry	Food Svc.	100	UFCW	4(1)

Institution[1]	Unit	Size	Agent	Category[2]
PENNSYLVANIA (Cont'd)				
Pennsylvania State System of Higher Education	Admin. Asst.	113	AFSCME	4(14)
	Clerical	1,861	AFSCME	
	Custodial	1,020	AFSCME	
	Maintenance	853	AFSCME	
	Security	246	UPGWA	
	Tech. Svcs.	53	AFSCME	
Bloomsburg Univ. of PA Calif. Univ. of PA Cheyney Univ. of PA Clarion Univ. of PA East Stroudsburg Univ. of PA Edinboro Univ. of PA Indiana Univ. of PA Kutztown Univ. of PA Lock Haven Univ. of PA Mansfield Univ. of PA Millersville Univ. of PA Shippensburg Univ. of PA Slippery Rock Univ. of PA West Chester Univ. of PA				
Pennsylvania State University System	Nurses	440	PNA	2/4(22)
	Tech. Services	2,500	IBT	
Allentown Campus Altoona Campus Beaver Campus Berks Campus Delaware Cty Campus Du Bois Campus Erie-Behrend Campus Fayette Campus Great Valley Grad. Ctr. Harrisburg-The Capital Col. Hazelton Campus Hershey Medical Ctr. McKeesport Campus Mont Alto Campus New Kensington Campus Ogontz Campus Schuykill Campus Shenango Valley Campus University Park-Main Campus Wilkes-Barre Campus Worthington-Scranton Campus York Campus				

Institution[1]	Unit	Size	Agent	Category[2]
PENNSYLVANIA (Cont'd)				
*Point Park College	Clerical	25	SEIU	4(1)
	Food Svc.	20	HRBU	
	Maintenance	7	SEIU	
Reading Area Community College	Clerical	33	AFT	2(1)
*Spring Garden College	Cler/Sup	43	AFT	4(1)
Temple University	Clerical	1,282	HHCEU	4(3)
	Custodial	325	SEIU	
	Custodial	266	AFSCME	
	Skilled Trades	209	OEIU	
	Profess/Tech	513	PTEA	
	Profess/Tech	536	AFSCME	
	Reg. Nurses	462	PNA	
	Security	242	UPGWA	
	Service	480	HHCEU	
Ambler Campus				
Philadelphia Campus				
Tyler School of Art				
Thaddeus Stevens State School of Technology	Clerical	20	AFSCME	2(1)
*Villanova University	Maintenance	180	IBFOPOMM	4(1)
*Waynesburg College	Cler/Sup	46	SEIU	4(1)
Westmoreland County Community College	Clerical	62	ESPA	2(1)
RHODE ISLAND				
*Brown University	Custodial/Mainten	275	SEIU	4(1)
	Food Service	80	SEIU	
	Security	40	Ind.	
Rhode Island College	Cler/Sup	380	AFSCME	4(1)
	Admin. Staff	158	AFT	
*Roger Williams College	Clerical	59	NEARI	4(2)
	Maintenance	34	NEARI	
Bristol Campus				
Providence Branch				

Institution[1]	Unit	Size	Agent	Category[2]
RHODE ISLAND (Cont'd)				
University of Rhode Island	Clerical	488	ACT/NEA	4(1)
	Mainten/Custodial	682	AFSCME	
	Nurses	14	AFNHP	
	Physicians	4	URIPA	
	Profess. Staff	241	URIPSA	
	Technical	140	PTAA	
SOUTH CAROLINA				
York Technical College	Clerical	53	Ind.	2(1)
VERMONT				
Vermont State Colleges	Clerical	190	VSCSF/AFT	2/4(5)
Castleton St. Col. Com. Col. of VT Johnson St. Col. Lyndon St. Col. VT Tech. Col.				
WASHINGTON				
Centralia College	Cler/Sup	82	WFSE	2(1)
Community Colleges of Spokane	Clerical	250	WFSE	2(1)
	Custodial/Mainten	75	WFSE	
Eastern Washington University	Cler/Sup	300	WFSE	4(1)
Edmonds Community College	Cler/Sup	156	WPEA	2(1)
Everett Community College	Cler/Sup	140	AFSCME	2(1)
Evergreen State College	Cler/Sup	200	WFSE	4(1)
Green River Community College	Clerical	30	WFSE	2(1)
Highline Community College	Clerical	135	WPEA	2(1)
Lower Columbia College	Cler/Sup	89	WPEA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
WASHINGTON (Cont'd)				
Olympic College	Clerical	86	WPEA	2(1)
Pierce College Main Campus Puyallup Campus	Cler/Sup	147	WPEA	2(2)
Shoreline Community College	Clerical	122	WFSE	2(1)
Tacoma Community College	Clerical Support	16 96	WPEA WFSE	2(1)
University of Washington	Cler/Sup Food Service Graphic Com. Health Care Nurses	3,000 350 42 500 700	CSA/WFSE UFCW GCIU NUHHCE WSNA	4(1)
Walla Walla Community College Clarkston Ctr. Main Campus	Cler/Sup	35	WPEA	2(2)
Washington State University	Cler/Sup Nurses Security	137 8 15	WFSE WSNA WSVPG	4(1)
Wenatchee Valley Community College Main Campus North Campus	Support	60	WPEA	2(2)
Western Washington University	Clerical Tech/Profess Trades Supervisory	273 137 181 28	WFSME WPEA WFSME WFSME	4(1)
Whatcom Community College	Clerical	40	WFSE	2(1)
Yakima Valley Community College	Cler/Sup	120	WPEA	2(1)

Institution[1]	Unit	Size	Agent	Category[2]
WEST VIRGINIA				
Concord College	Support	15	CWA[44]	4(1)
WISCONSIN				
Chippewa Valley Technical College	Clerical Custodial/Mainten	95 22	WFT AFSCME	2(3)
Chippewa Falls Campus Menomonee Campus River Falls Campus				
Fox Valley Technical College	Clerical	210	NEA	2(2)
Appleton Campus Oshkosh Campus				
Gateway Technical College	Clerical Custodial Tech/Paraprofess	92 29 75	AFSCME SEIU WEAC	2(4)
Elkhorn Campus Gateway Aviation Ctr.-Kenosha Kenosha Campus Racine Campus				
Madison Area Technical College	Support	203	WFT	2(5)
Fort Atkinson Campus Madison Campus Portage Campus Reedsburg Campus Watertown Campus				
*Marquette University	Phys. Plant Support	35 80	APGU SEIU	4(1)
Mid-State Technical College	Clerical Custodial	42 11	OPEIU WEAC	2(3)
Marshfield Campus Stevens Point Campus Wisconsin Rapids Campus				

Institution[1]	Unit	Size	Agent	Category[2]
WISCONSIN (Cont'd)				
Milwaukee Area Technical College	Clerical	350	AFSCME	2(4)
	Paraprofess.	100	WFT	
	Skilled Trades	31	IBEW	
Mequon Campus				
Milwaukee Campus				
Oak Creek Campus				
West Allis Campus				
Moraine Park Technical College	Support	___	MPSSA	2(1)
Nicolet Area Technical College	Clerical	33	WEAC	2(1)
	Maintenance	6	WEAC	
*Northland College	Clerical	26	Ind.	4(1)
	Maintenance	7	AFSCME	
Southwest Wisconsin Technical College	Clerical	66	WFT	2(1)
University of Wisconsin	Blue Collar	2,924	WSEU	4(13)
	Clerical	3,896	AFSCME	
	Engineers	38	SEA	
	Health Care	743	NUHHCE	
	Security	186	WSEU	
	Technical	1,349	WSEU	
	Trades/Crafts	296	WSBT	
Eau Claire				
Green Bay				
LaCrosse				
Madison				
Milwaukee				
Oshkosh				
Parkside				
Platteville				
River Falls				
Stevens Point				
Stout				
Superior				
Whitewater				
Univ. of Wisconsin Centers				2(10)
Barron County				
Fond du Lac				
Manitowoc				
Marathon				
Marinette				
Richland				

Institution[1]	Unit	Size	Agent	Category[2]
Univ. of Wisconsin Centers (Cont'd)				
Rock County				
Sauk County				
Waukesha				
Washington				
Waukesha County Technical College	Clerical	180	WCESSU	2(3)
Menomonee Falls Campus				
Pewaukee Campus				
Waukesha Campus				
Western Wisconsin Technical College	Clerical	80	WFT/AFT	2(1)
Wisconsin Indianhead Technical College	Clerical	70	WFT	2(4)
Ashland Campus				
New Richmond Campus				
Rice Lake Campus				
Superior Campus				
GUAM				
Guam Community College	Clerical	100	GFT	2(1)
University of Guam	Clerical	41	GFT	4(1)

ENDNOTES

* Private institution.

1. For purposes of this study, the National Center for Education Statistics' (NCES) definition of a branch campus was used. NCES defines branch campuses as possessing the following characteristics: a permanent administration, offer programs at least two years in length, located in a community different from parent institutions so as not to be within commuting distance. In addition, if an institution designated a facility as a campus, we included it as such.

2. Refers to two-/four-year degree granting status and the number of affiliated colleges or campuses. For example, The Florida State University is listed as "4(9)", a four-year college system with nine separate colleges. For purposes of total count, no distinction is made between "college" and "campus".

3. ESPO is a statewide non-faculty bargaining unit comprised of an estimated 1,000 employees.

4. The California School of Professional Psychology consists of four campuses: Berkeley/Alameda, Fresno, Los Angeles and San Diego. Only the Berkeley/Alameda campus reported a collective bargaining unit.

5. Contra Costa Community College District consists of three colleges: Contra Costa, Diablo Valley and Los Medanos. Only the Diablo Valley College reported a collective bargaining unit.

6. Connecticut Community College System - Non-faculty personnel are state employees and, for labor relations purposes, negotiate collective bargaining agreements based on occupational titles. For example, all clerical employees within a state are placed into a single unit which is not agency-specific and are covered by the clerical agreement. The same concept is applied to other occupational titles; however, to avoid undue unit proliferation more than one title may be included in the unit. Therefore, the clerical unit may include administrative support staff other than the clerical title.

7. Connecticut State Technical Colleges, see Note 6.

8. Connecticut State University System, see Note 6.

9. University of Connecticut, see Note 6.

10. Florida State University System, see Note 6.

11. University of Hawaii, see Note 6.

12. The Indiana Vocational Technical College System consists of 13 campuses of which three report collective bargaining.

13. Iowa State University of Science and Technology, see Note 6.

14. University of Iowa, see Note 6.

15. Massachusetts Community College System, see Note 6.

16. Massachusetts State Colleges, see Note 6.

17. Minnesota Community College System, see Note 6.

18. Minnesota State University System, see Note 6.

19. Montana University System, see Note 6.

20. New Hampshire Technical Institute and Technical College, see Note 6.

21. New Jersey State College System, see Note 6.

22. Clinton Community College - Non-faculty employees are part of a county-wide bargaining unit which includes the community college, as well as several other county departments and agencies.

23. Community College of the Finger Lakes, see Note 22.

24. Dutchess Community College, see Note 22.

25. Erie Community College, see Note 22 .

26. Genesee Community College, see Note 22.

27. Jefferson Community College, see Note 22.

28. Mohawk Valley Community College, see Note 22.

29. Monroe Community College, see Note 22.

30. The data for the Mount Sinai School of Medicine includes both Mount Sinai Hospital and Mount Sinai School of Medicine.

31. Nassau Community College, see Note 22.

32. Niagara County Community College, see Note 22.

33. North County Community College, see Note 22.

34. Onandaga Community College, see Note 22.

35. Orange County Community College, see Note 22.

36. Rockland Community College, see Note 22.

37. Schenectady County Community College, see Note 22.

38. State University of New York, see Note 6.

39. Suffolk County Community College, see Note 22.

40. Ulster County Community College, see Note 22.

41. Westchester Community College, see Note 22.

42. Oregon State System of Higher Education, see Note 6.

43. Informal negotiations only.

44. Informal negotiations only.

STATISTICAL ANALYSIS

"HOW WE COUNT"

Due to the peculiarities of the demographics of collective bargaining in higher education, we continued to receive queries as to the methods we employ to "count". Set forth below are several explanations as to our "counting" process which, we hope, will be of value to the reader.

INSTITUTIONS: Institutions are identified as colleges and universities that may be autonomous entities having a single campus (Harvard University), or as multi-campus systems (California State University) which bargain collectively as one. Each institution is represented by a single agent and is counted as one agent. The of the Directory shows over 360 agents in institutions involved in faculty collective bargaining. However, this figure embraces more than 780 campuses. In the example of SUNY, although there are 30 campuses, for the purposes of the Directory, this is tabulated as one institution, one agent and 30 campuses.

CAMPUSES: To present another demographic perspective, we also have included a campus "count". Campuses are defined in accordance with the National Center for Education Statistics measure as having the following characteristics: a permanent administration, offer programs at least two years in length, and are located in a community different from parent institutions so as not to be within commuting distance. Using SUNY once again, the 30 campuses include the State University Colleges at Buffalo, New Paltz and Potsdam, etc., however, all are covered by a single agreement. Our own college, Baruch, is one of the 19 campuses included in CUNY and, while reflected in the campus count, is subsumed under CUNY in the institution count.

TWO-YEAR/FOUR-YEAR: Those institutions that contain two- and four-year colleges within the same system, such as CUNY, are recorded as four-year institutions. However, the two-year components are tabulated as such under the campus count. For example, Queensborough Community College is shown as a unionized two-year campus but its collective bargaining agreement status is tabulated as one of the 19 campuses under one institution, CUNY.

WHO WE COUNT: Our intent is to count all union represented non-faculty employees. We acknowledge the diversity of this group and the lack of any one standard, all encompassing definition. We received over 65 different unit descriptions and although some attempt was made by us to achieve standardization, we relied primarily on institutional self-reporting to describe the unit. The range of employees contained in this Directory includes virtually every worker classification and occupational title found in higher education with the exception of faculty.

Table 1

Geographic Distribution By Region Of Non-Faculty Personnel in Institutions of Higher Education Represented By Collective Bargaining Agents

Region*	Campuses with Nn-Faculty Bargaining Agreements	Total Campuses Responding To Survey	Percent With Unions
New England	95	174	54.6%
Mideast	237	428	55.4%
South East	16	252	6.3%
South Central	6	181	3.3%
Great Lakes	171	374	45.7%
Plains	50	217	23.0%
South West	5	182	2.7%
Rocky Mountains	8	66	12.1%
Far West	185	314	58.9%

*New England: Connecticut, Maine, Massachusetts, New Hampshire, Rhode Island, Vermont.
Mideast: Delaware, District of Columbia, Maryland, New Jersey, New York, Pennsylvania.
South East: Florida, Georgia, North Carolina, South Carolina, Virginia
South Central: Alabama, Arkansas, Kentucky, Louisiana, Mississippi, Tennessee, West Virginia
Great Lakes: Illinois, Indiana, Michigan, Ohio, Wisconsin
Plains: Iowa, Kansas, Minnesota, Missouri, Nebraska, North Dakota, South Dakota
South West: Arizona, New Mexico, Oklahoma, Texas
Rocky Mountains: Colorado, Idaho, Montana, Utah, Wyoming
Far West: Alaska, California, Hawaii, Nevada, Oregon, Washington

Table 2

Geographic Distribution by State of Non-Faculty Personnel in Institutions of Higher Education Represented by Collective Bargaining Agreements

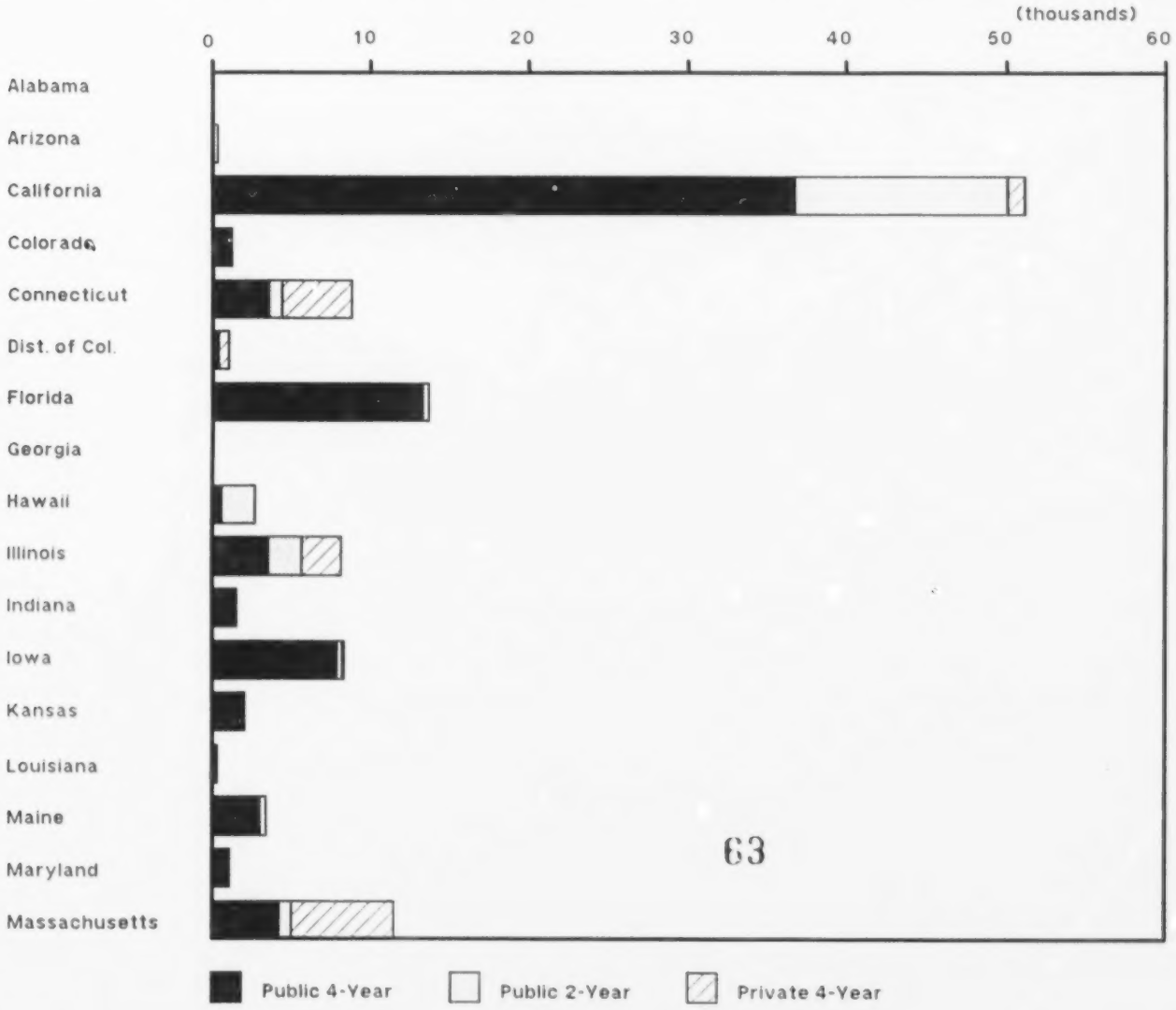

Table 2 (continued)

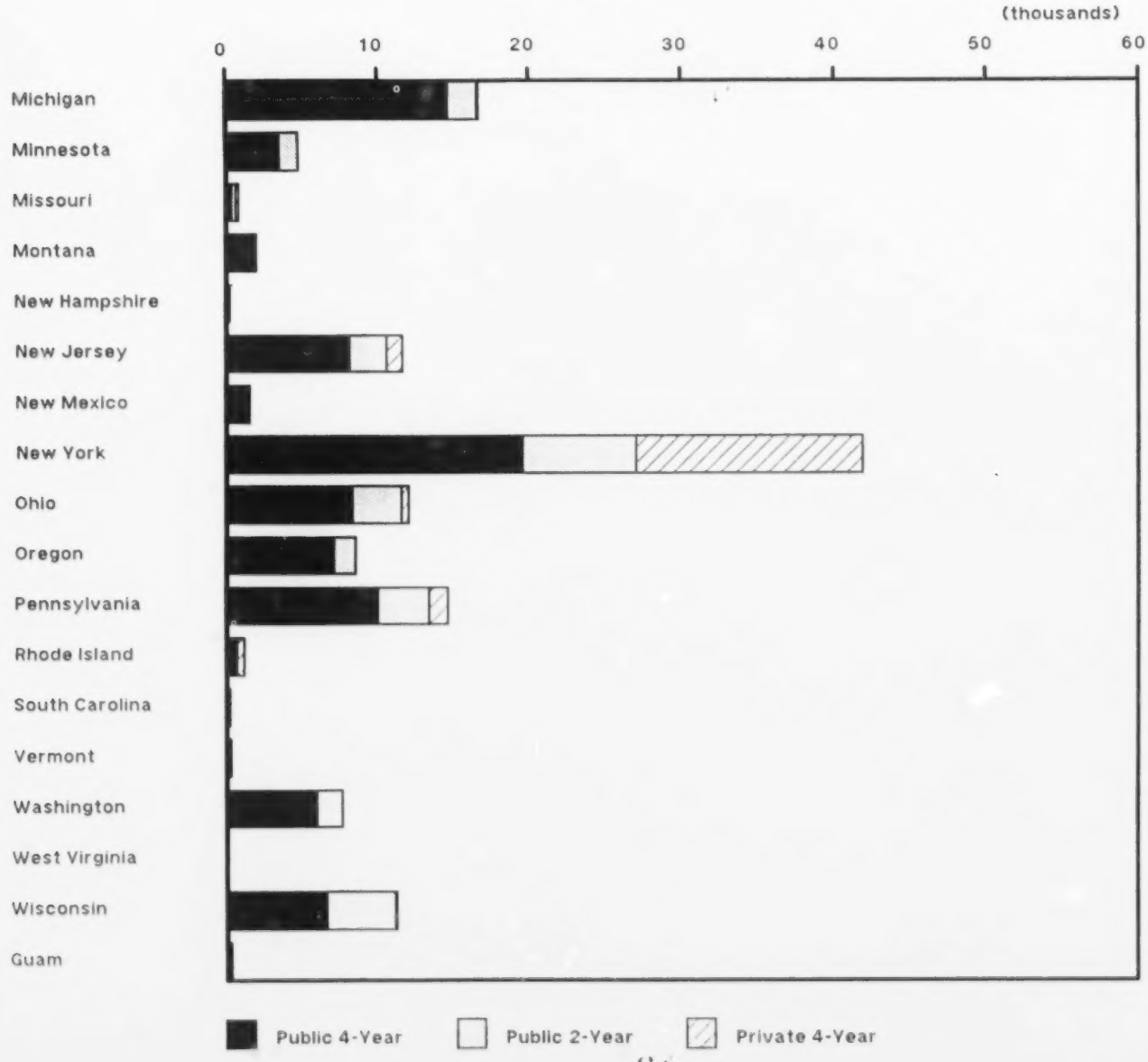

Table 3

Geographic Distribution by State of Campuses with Non-Faculty Employees Represented by Collective Bargaining Agents

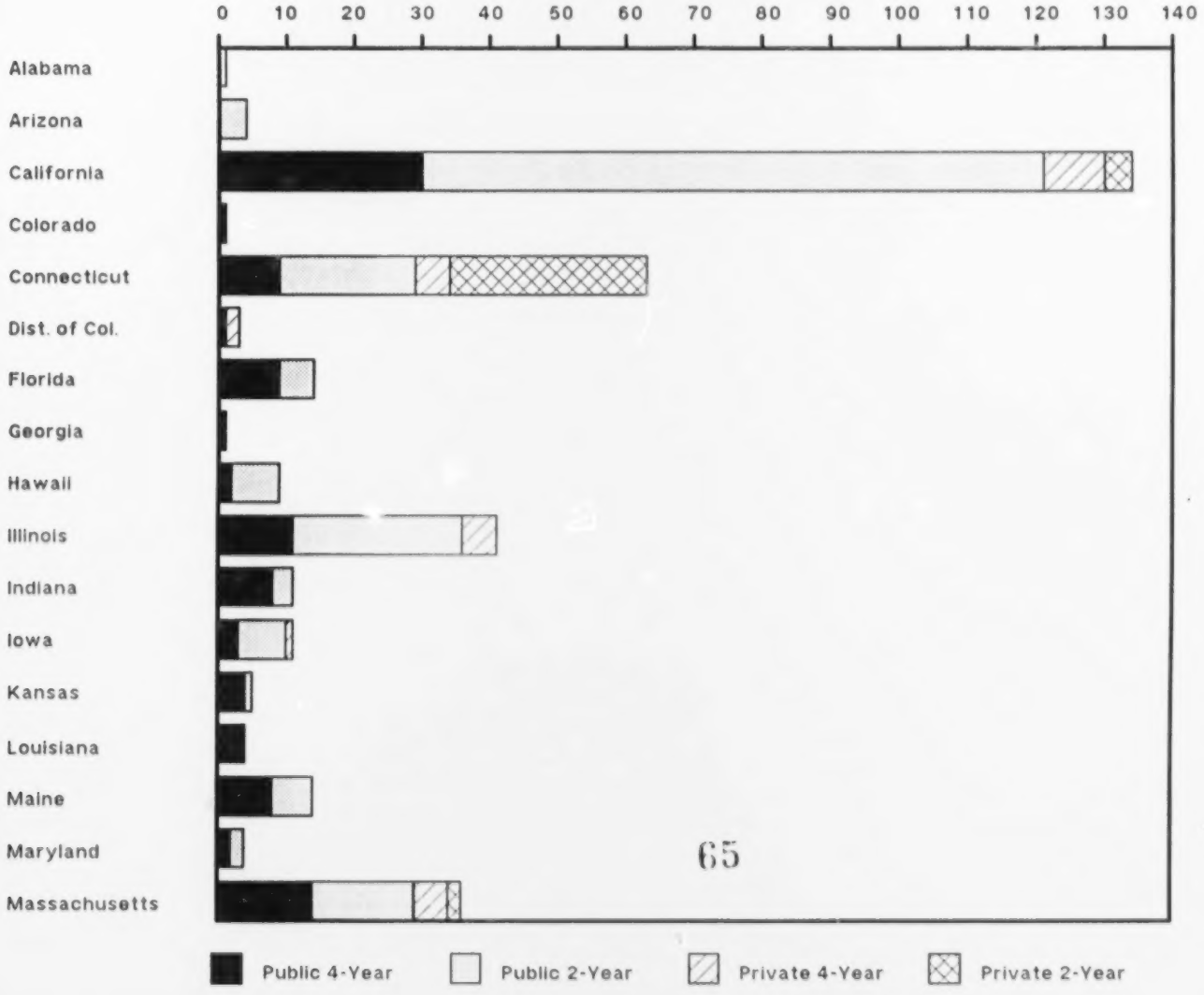

Table 3 (continued)

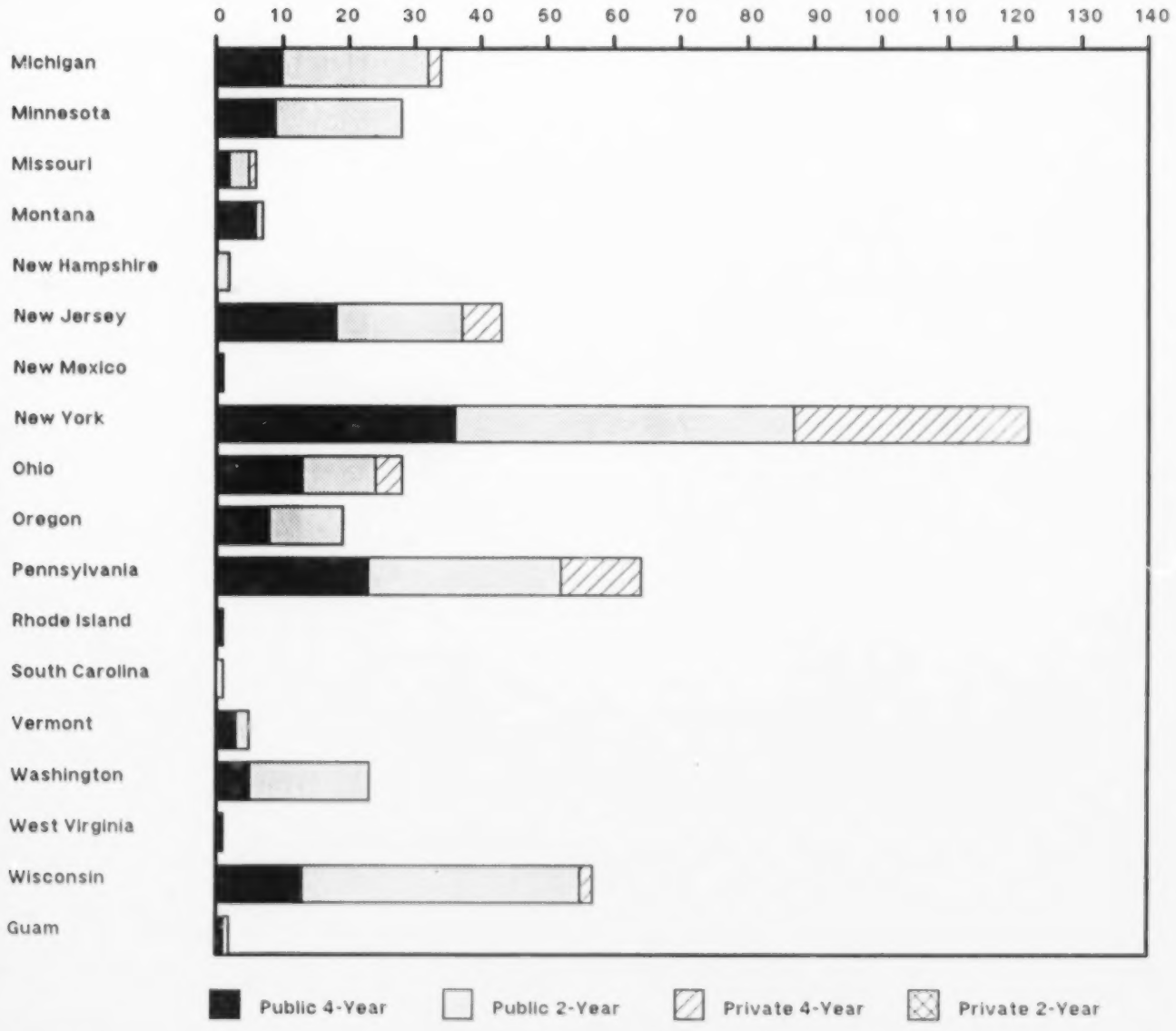

TABLE 4

DATA SUMMARY OF NON-FACULTY EMPLOYEES
INSTITUTIONS AND CAMPUSES CITED IN DIRECTORY

1991

		Represented Non-Faculty Employees	Institutions	Campuses
PUBLIC	4	165,164	86	258
	2	48,975	191	420
Subtotal		214,139	277	678
PRIVATE	4	33,828	80	91
	2	68	3	6
Subtotal		33,896	83	97
TOTALS		248,035	360	775

TABLE 5

STATUS OF PUBLIC SECTOR COLLECTIVE BARGAINING LEGISLATION FOR NON-FACULTY EMPLOYEES[1]

STATE	Date of Legislaton or Amendment
Alabama	1973 (Meet and Confer)
Alaska	1972
Arizona	Governing Boards[2]
California	1971
Connecticut	1965
Delaware	1965
District of Columbia	1978
Florida	1974
Hawaii	1970
Illinois	1983
Indiana	1990 (Executive Order)
Iowa	1974
Kansas	1971
Maine	1969
Maryland	Governing Boards[2]
Massachusetts	1973
Michigan	1973
Minnesota	1971
Missouri	1967
Montana	1973
Nebraska	1967
Nevada	Governing Boards[2]
New Hampshire	1975
New Jersey	1968
New Mexico	1973 (Executive Order)
New York	1967
Ohio	1983
Oregon	1975
Pennsylvania	1970
Rhode Island	1958
South Dakota	1969
Vermont	1969
Washington	1967
Wisconsin	1966

[1] Public institutions only. In the absence of enabling legislation, the parties are free to voluntarily negotiate a collective bargaining agreement; however, they do so without the protection of a statute. Authority to engage in collective bargaining in private institutions has existed since 1970 under the National Labor Relations Act, P.L. 198, 74th Congress, (1935).

[2] No legislation. Governing Boards enacted policy enabling faculty collective bargaining at institution. May also apply to non-faculty employees.

BARGAINING AGENTS CITED IN THIS DIRECTORY

AAECC	Administrative Association of Erie Community College
ACCSAA	Atlantic Community College Supervisory/Administrative Association
ACCSSA	Atlantic Community College Supportive Staff Association
ACE	Association of Classified Employees
ACTW	Amalgamated Cloth and Textile Workers
AFGE	American Federation of Government Employees
AREU	Administrative Residual Employees Union
ASEA-ESPO	Alabama State Employees Association--Educational Support Personnel OrganizationAPCAcademic Professionals of California
BSPOGIU	Brotherhood of Security Personnel, Officers & Guards International Union
BTC	Building Trades Council
BUPA	Brandeis University Police Association
CADP	California Association of Doctors and Physicians
CCCSA	Cumberland County College Staff Association
CCCTAA	Cumberland County College Technical Assistants Association
CCCTU	Cook County College Teachers Union
CCMSA	County College of Morris Staff Association
CCPA	Cook County Police Association
CEU	Connecticut Employees Union
CFE	Coast Federation of Employees
CFUAPD	California Federation of the Union of American Physicians and Doctors
CJA	Carpenters and Joiners of America (International Brotherhood of)
CMA	Classified Managers Association
CMCPA	Carnegie-Mellon Campus Police Association
CSA	Classified Supervisors Association
CSA	Community and Social Agency
CSEA	California State Employees Association
CSEA	Civil Service Employees Association
CUB	City Union of Baltimore
CWA	Communications Workers of America
DBCTC	Detroit Building Construction Trades Council
DHHCEU	Drug, Hospital and Health Care Employees Union
ECCOWA	Essex County College Office Workers Association
ESA	Educational Services Association
ESPA	Educational Support Personnel Association
ESU	Educational Services Unit
FCCTP	Federation of College Clerical and Technical Personnel
FNA	Florida Nurses Association
FOP	Fraternal Order of Police
FSA	Facilities Staff Association
FUE	Federation of Union Employees
FUSE	Federation of United School Employees

GCIU	Graphic Communications International Union
GFT	Guam Federation of Teachers
GPPAW	Glass, Molders, Potters, Plastics & Allied Workers International Union
GTPTE	General Teamsters Professional and Technical Employees
HERE	Hotel Employees and Restaurante Employees International Union
HGEA	Hawaii Government Employees Association
HHCEU	Hospital and Health Care Employees Union
HHNHAS	Hotel, Hospital, Nursing Home & Allied Staff
HREBA	Hotel & Restaurant Employees, & Bartenders Association
IAM	International Association of Machinists and Aerospace Workers
IBE	International Brotherhood of Engineers
IBEW	International Brotherhood of Electrical Workers
IBFO	International Brotherhood of Firemen and Oilers
IBP	International Brotherhood of Police
IBT	International Brotherhood of Teamsters
IFOP	Illinois Fraternal Order of Police
IFPTE	International Federation of Professional and Technical Engineers
IFT	Illinois Federation of Teachers
ISEA	Illinois State Education Association
ISSSA	Illinois State Security Services Association
ITU	International Typographical Union
IUOE	International Union of Operating Engineers
JCDFIC	Junior College District Federation of Teachers and Classified
JCEA	Jackson County Education Association
KAPE	Kansas Association of Public Employees
LCCAA	Lansing Community College Administrative Association
LCCEF	Lane Community College Employees Federation
LIUNA	Laborers International Union of North America
LRCEA	Los Rios Classified Employees Association
LRSA	Los Rios Supervisors Association
MAPE	Minnesota Association of Professional Employees
MDCL	Montana District Council of Laborers
MEA	Michigan Education Association
MESA	Mechanics Education Society of America
MFT	Michigan Federation of Teachers
MHCCCEA	Mt. Hood Community College Classified Employees Association
MMA	Middle Management Association
MMG	Middle Management Guild
MNA	Minnesota Nurses Association
MSEA	Maine State Employees Association
MSUAASF	Minnesota State University Association of Administrative and Service Faculty
NAGE	National Association of Government Employees
NCCCAP	North Country Community College Association of Professionals
NEARI	National Education Association of Rhode Island
NJEA	New Jersey Education Association

NOPBA	Northern Ohio Patrolmen's Benevolent Association
NUHHCE	National Union of Hospital and Health Care Employees
OCUCSEAI	Orange County Unity of Civil Service Employees Association, Inc.
OEA	Ohio Education Association
OFT	Oregon Federation of Teachers
ONA	Ohio Nurses Association
OPEIU	Office and Professional Employees International Union
OSEA	Oregon School Employees Association
PA	Professionals Association
PAA	Professional Administrators Association
PAT	Painters and Allied Trades of the United States and Canada (International Brotherhood of)
PBA	Police Benevolence Association
PEF	The Public Employees Federation
PEU	Public Employees Union
PFT	Pennsylvania Federation of Teachers
PGA	Plant Guard Workers of America (International Union)
PNA	Pennsylvania Nurses Association
POAM	Police Officers Association of Michigan
PPA	Police Patrolmen's Association
PPF	Plumbing and Pipefitting Industry of the United States and Canada (United Association of)
PSA	Professional Staff Association
PSEC	Protective Service Employees Coalition
PSEU	Public Service Employees Union
PSPA	Pennsylvania Service Personnel Association
PTEA	Professional and Technical Employees Association
RCCCEA	Rogue Community College Classified Employees Association
RWDSU	Retail, Wholesale & Department Store Employees Union
SCOPE	Sonoma County Organization for Public Employees
SEIU	Service Employees International Union
SETC	State Employees Trades Council
SMW	Sheet Metal Workers
SPA	Support Personnel Association
SSA	Support Staff Association
SUPA	Statewide University Police Association
TWU	Transport Workers Union
UCCEA	Union County College Employees Association
UCCSA	Union County College Security Association
UCE	United College Employees
UERMWA	United Electrical Radio and Machine Workers of America
UFCW	United Food and Commercial Workers International Union
UFWA	United Furniture Workers of America
UPGWA	United Plant Guard Workers of America
UPI	University Professionals of Illinois
UPW	United Public Workers
URSOA	University of Rochester Security Officers Association
USA	United Steelworkers of America
UTPPA	University of Toledo Police and Patrolman's Association
UUPI	United University Professions, Inc.
VSCSF	Vermont State College Staff Federation

WCESSU	Waukesha County Educational Support Staff Union
WEAC	Wisconsin Education Association Council
WFSE	Washington Federation of State Employees
WFSME	Washington Federation of State and Municipal Employees
WPEA	Washington Public Employees Association
WSBT	Wisconsin State Building Trades
WSNA	Washington State Nurses Association
YPBA	Yale Police Benevolent Association
YSUAPAS	Youngstown State University Association of Professional/Administrative Staff

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